



Human Rights Commission Draft Minutes

Date: Wednesday July 20, 2022

Time: 8:00pm

Location: Conducted by Remote Participation

Notice to the Public on meeting privacy In the interests of preventing abuse of videoconferencing technology (i.e. Zoom Bombing) all participants, including members of the public, wishing to engage via the Zoom App must register for each meeting and will notice multi-step authentication protocols. Please allow additional time to join the meeting. Further, members of the public who wish to participate without providing their name may still do so by registering to receive the meeting info and using the telephone dial-in information provided.

Please read Governor Baker's Executive Order Suspending Certain Provision of Open Meeting Law for more information regarding virtual public hearings and meetings:

<https://www.mass.gov/doc/open-meeting-law-order-march-12-2020/download>

Attendees: Co-Chair Carney, Commissioners Bauer, Brown, Carey, Jolin, Minton, Pusey, Rogers, Horowitz

Guests: Teresa Marzilli- DEI Division, Community Member- Rebecca Gruber, Christina Harrison

Absent: Co-Chair Soneja, Commissioners Grossman, Haynes

Meeting called to order by Com. Carney at 8:00pm

Minutes

1. Call to Order, Remote Meeting Notice and Land Acknowledgment
2. Approve Draft Meeting Minutes
 - a. Motion passes with two abstentions
3. Incidents and Complaints
 - a. APD Updates- None
 - b. New Incidents

- i. Com. Horowitz- followed up on Café Nero incident involving Transgender female employee and resident of Arlington, gentleman in shop started to accost her, woman called police who gave no trespass order. Individual stated she was happy with response from police, Café Nero management, Café Nero corporate, and grateful we had reached out to her. Event occurred on a Saturday, another occurred on a Wednesday when a couple came in and was acting sexually inappropriate at the table. She stated their behavior was inappropriate, they responded that the way she was dressed was inappropriate. She called the police, people were escorted out. Com. Carney suggested Rainbow Commission could get involved, Com. Horowitz left message with individual that AHRC could notify Rainbow Commission. No response as of yet.
 - c. Earlier Incidents
 - i. Com. Carney- incident at her church in June, sign was vandalized, previously did not have cameras, now they do.
- 4. DEI Update
 - a. Equity Audit – started in June and is moving along in the data collection stage, September is when focus groups will begin in the community.
 - b. Language Access MAPC starting- two parts translation & round tables
 - c. Re-engage, Reflect, Reimagine event Sunday
- 5. Working Group Updates
 - a. Schools & Education
 - i. Hate incidents procedure needs to be reviewed and updated
 - b. Outreach/Events
 - i. Next event besides town day is Indigenous Peoples Day
 - ii. Outreach materials: Multilanguage poem cards & trifold AHRC brochure, text is set, palm card style 3.5 X 8.5 to be in print once proof is checked for distortions especially in terms of language
 - iii. Com. Carney waiting on edits, then will give to J. Harvey for ADA compliance before sending to Swifty to print, Com. Rogers to send suggestions
 - iv. Com. Carney showed the bookmarks created with image and bio of Artists & contact from the 6 banners from 2022 & 8 from the 2020 banners, banners from 2021 to be made into bookmarks with FY 23
 - c. Communications
 - i. Com. Pusey stated they are in ground up overhaul approach to get domain named fixed, setting a meeting date with J. Roman, J. Harvey then will set up google drive configured properly to have an official place for all materials and beginning MailChimp account with assistance from T. Marzilli
 - ii. All emails have been lost due to issue w/google. Com. Pusey asks if we need new intake form – Com. Pusey to reach out to Com. Bauer for more clarification
 - iii. Domain expires in August- needs to be transferred

- iv. Newsletter will be restarted –Com. Rogers would like to be involved, Com. Brown would like to get back into it as well
- v. Com. Pusey states that statements still happening (none this month) think about ways to disseminate more widely
- vi. Com. Brown states we can recreate mailing list because we have the data on various spreadsheets, also has log-in for Instagram to share with Com. Pusey and J. Harvey
- vii. Social Media: goal to have Instagram up and running for Town day-
- viii. Com. Carney states that when doing emails related to commission business- copy official AHRC town email, so as to not loose emails and if there is a public records request personal email is not accessed

d. Housing

- i. Com. Carney & Com. Carey planning know your rights trainings for tenants & people looking for housing; landlord and property owners; and brokers and real estate agents
- ii. Have three events for each group- invite experts on housing who do education around these issues to plan what would be helpful and facilitate & then potentially present content to partner with existing housing organizations doing good work
- iii. As part of that design process figuring out what can the commission do and where will we need to hand off to someone else ie: legal counsel, clarifying role of commission
- iv. Open call for involvement in process
- v. Com. Carney to take trainings: HUD, MCAD
- vi. Reviving partnership with MCAD where commission helped with investigation/paperwork and then sent to them to finish process, Com. Carney to reach out to see about interest
- vii. Creating training for Landlord/tenant or tenant/tenant conflict, helping landlords work through issues of tenants not getting along
- viii. Having a landlord who takes Section 8 vouchers talk about them
- ix. Training around: 1- Obligations and basics, 2- Conflict between tenants that may be about discrimination and general conflict and how commission can support them, 3- Addressing myths, proactively talking about success of vouchers

6. Co-Chairs Report

a. Meeting with Chief of Police

- i. 6 new patrol officers – Com. Roger suggested Com. Carney and Com. Soneja to congratulate Chief Flaherty on diversity of new officers

- ii. Recovery coach has been very successful, discontinuing drop in hours due to low attendance, but has been getting a lot of contact from community
 - iii. Planning fun activities for town day, Narcan night coming up this summer and National night out August 2nd
- b. Co-Chairs
 - i. Disability commission reported accessibility board at Summer Street Playground, will not be doing town day will send materials with AHRC, issues with accessibility at high school stairs in bathroom not accessible, issue with stairs in lobby, cafeteria not accessible, very involved with project
 - ii. Rainbow Commission taking a break, will be at Town Day
- c. Foot of the Rocks Update
 - i. Com Carney sent response from Jim Feeney who states in future projects input for future projects design would be valuable, if commissioners or volunteers would be interested. Com. Carney and Com. Soneja can connect to have future input. Com. Pusey states that commissioners have participation at content phase
- 7. MAHRC Meeting Update
 - a. Com Rogers states that there were no meetings during Summer months set to reconvene in September
- 8. APS Strategic Plan Committee Update
 - a. Com. Rogers attended meetings; Power point presented to school committee was sent out to commissioners, output was good, impressed by facilitators and process
 - b. Next steps are over next ninety days will be shared with community, action steps are that they are looking for volunteers. Com Pusey asked how will benchmarks, measures and accountability be set? Com Rogers responded 4 strategic priorities have action steps and points, steps have been identified the timeline has not yet been set
- 9. Community Input
 - a. Rebecca Gruber: Diversity Task Group requests to produce flyer citing differences between AHRC/DTG. Arlington Affordable Housing Trust Fund community outreach work, Com Carney will help post information to networks about listening sessions targeting historically underrepresented groups. Thursday 7/28 listening session for whole community, presenting initial data/survey results
- 10. FY23 Budget Discussion
 - a. Jill to send previous FY budget, to vote on FY 23 budget next month
 - b. Set forth proposal for funding, taking a vote on the budget next month

- i. funding communication/outreach materials: Mailchimp – DEI Division to centralize & then split up 3 ways? Need to figure out. It is a monthly accrual.
 - ii. Previous budget was about 1500-1700 dollars for tech, Google suite was large item, we will need about 15 seats, the current account has 12-14 seats, gives us a chance to have specific address for newsletter
 - iii. Book marks is approximately 1800, 100 of each
 - iv. Palm cards, brochures
 - v. Suggest to budget 4,000
 - vi. Banners for Black history month, Indigenous peoples month (Nov.) reach out to Mass. Tribes about imagery/history/art potential get sponsored/fundraising potentially doing a call for artists in September when Cecily from ACA has more bandwidth Com Brown suggests using booth at Town day to recruit artists
- c. Speakers & events & co-sponsorships: allot 250 for co-sponsorships, - 2,000.
- d. Training- 1,000
- 11. Role within the AHRC: Secretary, Treasury, Statement Producer, etc.
 - a. Internal roles within commission to help alleviate administrative work
 - b. Use of interns- Com. Horowitz to check in whether they are returning
 - c. Need of volunteers to assist?
 - d. Same standing as taking on role in a working group
 - e. Roles: treasurer, minute taker, statement writer (Pusey), liaisons to other groups (will help to formalize connections and understand others' work)
- 12. Mapping Project and Anti-Defamation League
 - a. Com. Grossman BDS Boston mapping Jewish individuals- awareness & readiness with statement, pledge against anti-Semitism- follow up next month
- 13. Commissioner Updates: Introduce the idea and discuss/inspire responsibility and engagement on the commission
 - a. Com. Brown: building a community for Black Arlington Facebook Awoc, #BlackArlington
 - i. Prince Hall Day: read pieces of the charge for the public, well received
 - ii. Com. Bauer: Moms out front collaborated with Police & HHS for safe storage
 - iii. Com. Pusey: international community through sports, idea of encouraging diversity magnet activities
- 14. Town Day Preparations

- a. Com. Jolin- give out pamphlet, book marks, housing work promotion, share information about all commissions to show shared collaboration in advocacy work, have sign up for mailing list & create our own survey 3-5 questions high level to find out what's important to residents, bracelets w AHRC colors, giving preschool rocks and having kids paint messages of hope/unity- to promote daycare partners, HRC business cards w/email, logo, number/address
 - b. Com Pusey: sketch a map of booths of partner organizations
 - c. Com. Carney to show materials
 - d. Com Carey to send suggestions about surveys- use of iPad
15. Opening on the AHRC
- a. Com. Haynes and Com. Minton will not seek reappointment
 - b. Com. Minton early policy to have commissioners continue to serve until appointee starts
16. Announcements
- a. Next meeting- August 17, 2022
 - b. Incident Handling
 - i. July- Horowitz
 - ii. August- Beauchemin
 - iii. September-
 - iv. October- Bauer
 - c. Farmer's Market: Wednesday July 27, October 5
 - d. Call to Action: Indigenous Peoples Day Legislation:
https://actionnetwork.org/letters/we-need-your-help-to-get-an-indigenous-peoples-day-bill-passed-in-massachusetts-urge-the-ma-joint-committee-on-state-administration-regulatory-oversight-to-move-this-important-bill-out-of-committee-h3191s2027-an-act-estab?source=direct_link&
 - e. Com Pusey and Com Brown to create a statement about reproductive rights and highlighting concerns for the loss of rights to other groups
 - i. The other human rights threatened
 - ii. Profound impacts for people in other states & historically underrepresented
 - iii. To be drafted and voted on during next meeting
 - iv.

Motion to adjourn by Com. Carney, seconded by Com. Rogers – approved unanimously

Next meeting: Wednesday September 21, 2022, 8:00pm Remote Participation

Anyone needing accessibility information, or other assistance to attend this meeting should contact the DEI Division at dei@town.arlington.ma.us. This meeting is open to all interested individuals